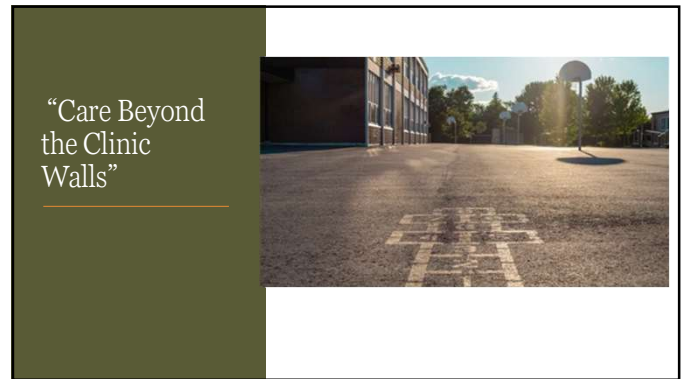
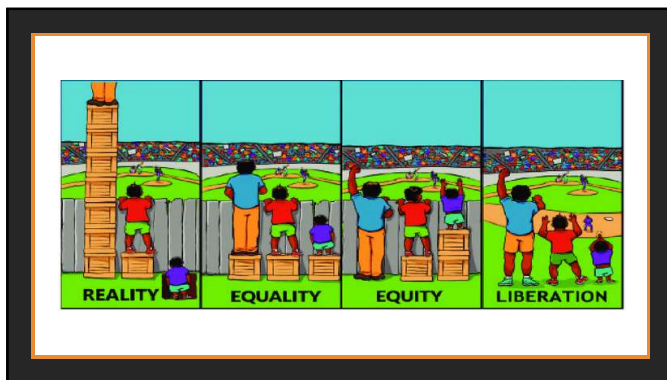


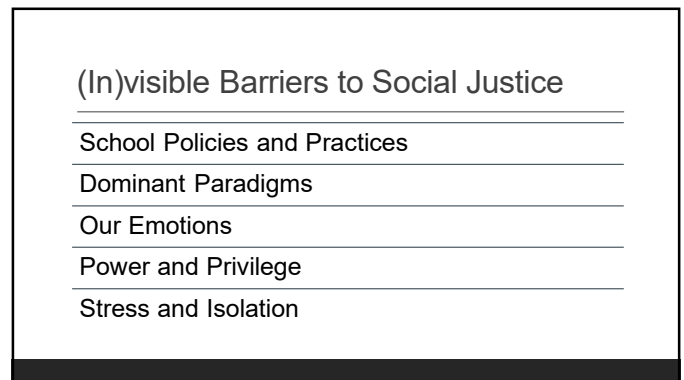
1



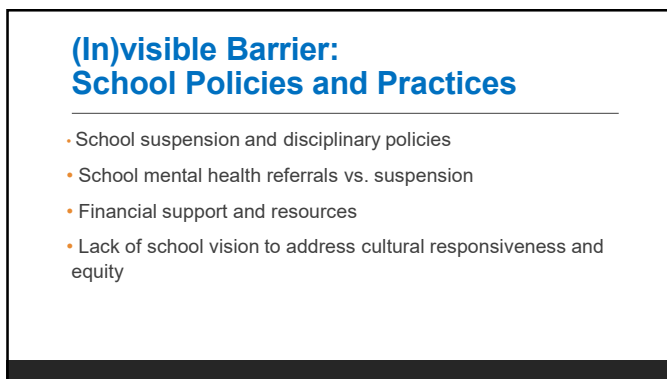
2



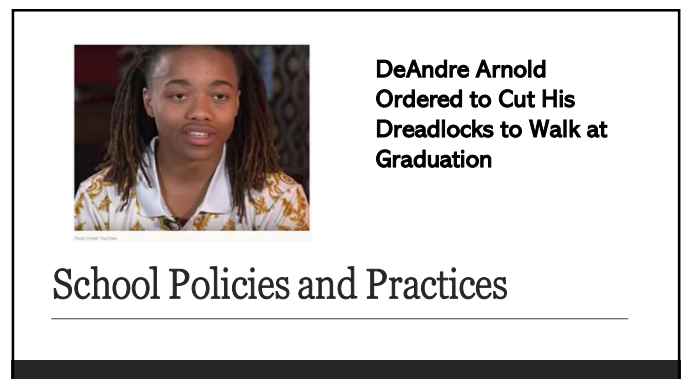
3



4



5



6

Coosa High School students claim they were suspended for planning protest of Rebel flag



Students were brought on campus today wearing a Rebel flag at Coosa High School in Rome or Floyd County. ©BMA/REXUS

By Hayley Menzies

Published: Feb. 20, 2022 at 3:53 PM EST

School Policies and Practices

7

Cultural Context of Schools

1639	First Public School for White boys
1817	Missionary Schools established to convert Native American children to Christianity
1864	Congress makes it illegal for Native Americans to be taught in their native languages Native children forced to attend boarding schools
1870's	Segregated Schooling
1954	Brown vs. Board of Education- segregation became unconstitutional
1975	Indian Self-Determination and Education Assistance Act: Tribes have the power to run their own education and health programs
2016	Last school desegregated in US (Cleveland High School in Cleveland, MS)

Over 300 years of catering to White students

1639

1954

8

Goals of "Schooling" During Colonization

- Foster and promote western cultures
- Erasure of indigenous culture, practices, and history (Cultural erasure)
- Produce "civilized" students
- Successful school model centered on control, obedience, pacification

(Mkandawire, 2005; La Paperson, 2017; Ezagha-Esobu, 2019)

9

Today's Inequities

Disproportionate suspension rates

Higher expulsion rates

Fewer Gifted and Talented courses

Funding & Resources

Overpolicing

School to prison pipeline

10

Systemic Racism in Mental Health

Date created: October 29, 2021

APA apologizes for longstanding contributions to systemic racism

NASW apologizes for racist practices in American social work
Jun 17, 2021

APA Apologizes for Its Support of Racism in Psychiatry

January 18, 2021

11

Systemic Racism in Mental Health

- Mental health professionals helped to remove Native American children from their families and place them in boarding schools
- Mental health professionals helped recruit Black men into the Tuskegee Experiment
- Support and promotion of eugenics and racial hierarchies
- Enslaved people who had the desire to be free were diagnosed with "drapetomania"

(American Psychological Association, American Psychiatric Association, National Association of Social Workers)

12



Inequities in Mental Health Care

Students from marginalized groups are less likely to.....

- Have access to quality mental health care
- Receive relevant psychoeducation

And more likely to....

- Experience mistreatment
- Receive a misdiagnosis

13

Reflection

- What policies and practices in your schools/districts/organizations are harmful and oppressive?
- What healing-centered policies and practices need to be developed and implemented?
- Is your school a place of harm or a place of hope and healing?
- Does your school prioritize schooling over health and well-being?
- Is the current system working? If yes, for who?

14



15

A Paradigm Shift is Needed

From Here	To Here
Punitive and exclusionary discipline	Restorative Practices
Risky behaviors cause disease	Systemic oppression and inequities lead to poor health
Deficit-based	Strength-based
Problem-focused	Solution focused
Coping	Radical Healing
BIPOC experiences are not centered	Appreciate and uplift lived experiences of BIPOC
Individual self care	Collective Care/Well-being

16

Catalyst: Imagine the Possibilities

What is your vision?

How will you measure success?

What will be generated from engaging in culturally-responsive, anti-racist, and equitable actions?

17

(In)visible Barrier: Our Emotions

18

"It may well be that we will have to repent in this generation. Not merely for the vitriolic words and the violent actions of the bad people, but for the appalling silence and indifference of the good people."

– Dr. Martin Luther King Jr.

19

Difficult Dialogues about Race:

- Reveal major differences in worldviews
- Intense emotions (dread, anxiety, anger, frustration) emerge
- Desire to dilute or end the discussion
- Avoidant behaviors

Sue, 2013

20

Fear

- Fear of discomfort
- Fear of change
- Fear of confronting privilege
- Fear of acknowledging bias and racism
- Fear of doing/saying the wrong thing
- Fear of being perceived as angry/radical/incompetent
- Fear of the unknown

21

Catalysts: Do The Work!

- Speak out about injustices and oppression when you see them
- Name/identify the systems of oppression and power that are operating and their impact
- Hold others accountable and take accountability for our own actions
- Do something you don't get any praise or recognition for
- Acknowledge what you don't know or are unfamiliar with
- Call others 'in'
- Lean into the discomfort

22

Silence Breakers

VULNERABILITY IS KEY!

1. I'm not sure if this will make any sense, and/but ...
2. Can you help me understand whether what I'm thinking right now might be problematic?
3. It seems as though some people may have had a reaction to that. Can you help me understand why?
4. How would you respond to ... from a social justice framework?
5. This perspective is new to me, but I'm wondering if it is accurate to say that ... ?

USE THE INTERNET!

(DiAngelo & Sensay, 2014)

23

Power and Privilege

WHEEL OF POWER/PRIVILEGE

- What conditions exist that maintain the power of specific groups?
- Whose ideas are not considered because they are not in a position of power?
- How will you use your power to disrupt existing systems?
- How will you create safety?



Adapted from ccrweb.ca

@sylviacluckworth

24



In(visible) Wounds: Stress and Isolation

25

Educator Quality of Life

- 61% - work is always or often stressful
 - *"This job is stressful, overwhelming and hard. I am overworked, underpaid, underappreciated, questioned and blamed for things that are out of my control."*
- 26% - were bullied, harassed or threatened at work
 - 58% identified the bully as a co-worker, principal, administrator or supervisor

(American Federation of Teachers, 2017; Lloyd, 2021)

26

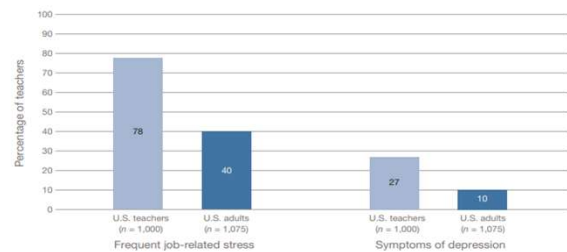
Educator Quality of Life

- 32% - Experienced poor mental health on 7 or more days within the past month
 - *"There isn't much support for teachers suffering from mental health issues..."*
 - *"Working with kids with high incidences of trauma leads to secondary trauma, which we just started to get some training on last year."*
- 25% - Black and Hispanic employees report discrimination at work
- Teachers of color suffer burnout from the 'invisible tax'

(American Federation of Teachers, 2017; Lloyd, 2021)

27

FIGURE 1
Job-Related Stress and Symptoms of Depression Among Teachers and Among the General U.S. Adult Population



Retrieved from: https://www.rand.org/content/dam/rand/pubs/research_reports/RR1100/RR1109-1/RAND_RRA1109-1.pdf

28

Got Rest?

- How is value measured in this society?
- Work Hard --- Play Hard
- Are we a society that is at war with rest?
- It takes courage to rest!



29



The Nap Ministry
@TheNapMinistry

From the time you were born every system in this culture has been telling you that you are not worthy as a human being unless you labor and produce and do. You had no choice in this matter. This deserves your grief and your rest.

You've been lied to.

10:58 PM · 2/12/22 · Twitter for iPhone

30

30

Work Environment

- Almost 40% of adults experience feelings of isolation at work
- Almost 50% feel disconnected from their jobs and have a negative perception of the company where they work
- Over 30% of Black employees feel undervalued and disrespected at work
- Hispanic and Black workers: feel more alienated from co-workers, more lonely, more emotionally distant at work, and more detached from the rest of their teams in high-stress situations

(Cigna, 2020; Society for Human Resource Management, 2020)

31

DIVERSITY, EQUITY, INCLUSION, AND BELONGING

Asking the right questions



32

Create a Sense of Belonging

- Develop affinity groups
- Diversify DEI efforts
- Provide varied opportunities for feedback and Listen
- SPARK Model for Fostering Belonging (Ransom)
 - ✓ Make **S**PACE for Authenticity
 - ✓ Learn to be **P**C (Professionally Competent, People Centered, and Personally Compassionate)
 - ✓ Develop an **A**CEPTANCE mindset
 - ✓ Sponsor and encourage **R**EPRESENTATION
 - ✓ **K**NOW your biases



Artist: Bob Ziller

33



*“...Whether we prevail is not determined
By all the challenges that are present,
But by all the change that is possible...”*

- Amanda Gorman

34